



*Setting standards for sustainability*

## E-learning Series: what will you get?

engage  
inspire  
achieve





# a mix of information delivery

But how does my company do that?

## Seven Easy Steps:

1. First, consider what your company's human rights impacts are. This can be done through a **human rights assessment** with internal or independent human rights experts, and involve meaningful consultation with potentially affected groups. Impacts should be divided by



The work of the Special Representative of the Secretary-General on the issue of human rights and transnational corporations and other business enterprises directly affected by the activities of the world. These included: governments, associations, individuals, and communities affected by the activities of enterprises in various parts of the world.

As a result, Ruggie's Framework (2008) and Norms (2011) now enjoy a widespread positive reception.

Professor John Ruggie Presents Business and Human Rights Framework



"Business relationships" includes relationships with business partners, suppliers, sub-suppliers, contractors, agents, distributors, franchisees, licensees, joint venture partners, and other entities in the value chain, or any other entity linked to business products or services.



### Leverage

An organisation or company that can deliver all services by a third party relationship, with responsibilities

In those circumstances

Our supply chain is long and complicated. How are we supposed to manage what goes on in each part of the chain, let alone use, our leverage to change?



The UN Guiding Principles state that businesses with significant human rights impacts should

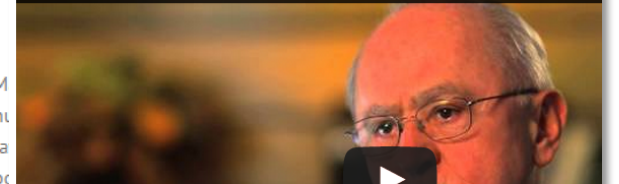
"Identify general areas where the risk of human rights impacts is most significant to certain suppliers' or clients' operations, products or services, and other relevant considerations, and prioritize human rights due diligence."

properly or are ch

## Operating in Emerging Markets



Unilever's approach to implementing the UN Guiding principles on Business and Human Rights



entrenched discrimination against women, and frequent use of child or migrant labour.

In extreme cases, these countries may be conflict-affected zones where governments are unwilling or unable to protect their citizens from violence. Companies operating in t



easy to follow content, broken down into manageable units

### Relevant human rights for business

But what are those internationally recognised human rights?



International  
Labour  
Organization

“Internationally recognised human rights” are understood, at a minimum, to be those rights enumerated in the documents we have just looked at: **the International Bill of Rights and the ILO Declaration on Fundamental Principles and Rights at Work**. Other rights may be at issue depending on the nature of the company’s work.

But my company treats people fairly and we certainly don’t torture or enslave anybody. Do we still have to concern ourselves with this?  
**In short – yes.**



Take a brief minute to consider some of the human rights mentioned earlier that your company might affect in its day-to-day operations. Alternatively, consider the repercussions of your business’ procurement decisions. Or whether your organization does business globally, particularly in areas where human rights abuses are common.



know exactly how far along you are with this easy to navigate, collapsible drop down menu

<b>Module</b> 1	<b>What are human rights?</b>	<b>+</b>
<b>Module</b> 2	<b>How do the UN Guiding Principles work in practice?</b>	<b>-</b>
Unit 1	<b>Seven easy steps for companies to take</b>	
Unit 2	<b>Case study 1</b>	
Unit 3	<b>Case study 1: questions and answers</b>	
Unit 4	<b>Case study 2</b>	
Unit 5	<b>Case study 2: questions and answers</b>	
<b>Module</b>	<b>Human Rights and the</b>	<b>-</b>



illustrative cases studies adapted from real world examples

## Case study 2

### Case study 2: The worries of DEF Events Co.



- > DEF Events Co., an international company in country S where women are routinely discriminated against in labour practices. DEF has a policy which is about 10 years old, and stipulates that managers should not discriminate on gender, race, ethnicity, or religion.
- > DEF prides itself on the fact that it has more employees in country S than local companies of similar size, but senior managers at the





# breakdown of case studies identifying the key issues and outlining steps on how to address them practically

## Case study 2: questions and answers

### What should he do?



**Step One:** First, the labour code old. Is this a problem?

The labour code (and other policies) should be updated if it is consistent with the UN Guiding Principles and Human Rights. A high level human right standard should also be drafted.

**Step Two:** Is there anything wrong with deferring to the local culture?

If it is common practice to discriminate against women in employment practices, then the company must adapt to local norms to meet its responsibility to respect human rights.

**Step Three:** What about those complaints that are being made? How can they be addressed?



end of module quizzes to test your understanding of key concepts with real-time results and explanation of answers

You got 4 out of 5 questions (**80%**) correct! Go to the next unit!

Download Results

#### Correct Answers for: Test Module 2: the UN Guiding Principles

Question #1 – How are human rights impacts judged or measured?

✔ **Correct**

**Your Answer:** by the scale, scope and irremediable character of the impacts

**Correct Answer:** by the scale, scope and irremediable character of the impacts

**Explanation:** the size of the company is irrelevant. Sometimes small companies can have big human rights impacts. companies should exercise increased due diligence in countries where human rights are not respected.

Question #2 – Companies should develop a human rights policy statement, and then:

✘ **Incorrect**

**Your Answer:** (c) integrate the policy into the company's policies and procedures

**Correct Answer:** both (b) and (c)

**Explanation:** The policy statement is important, but it is not the only thing that must be done. Policy statements should be communicated and integrated into company procedures.





## | testimonial

This is what Alex Beckett from DV8 Events had to say about our E-learning, Introduction to Business and Human Rights for the Events Sector:

*“The platform works really well and I like the use of short films to reiterate key content. It provides a good mix of information delivery. The use of the case study content for the industry specific considerations I think will be critical in demonstrating to people the areas and impacts they should be addressing and is a harsh reminder that it should be considered at the earliest opportunity.”*





 | interested?

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[Buy the Introduction to Business and Human Rights E-learning now!](#)

Alternatively, we have developed a shorter, more targeted business and human rights E-learning aimed at the *events sector*. [Click here](#) for further information.

Please [contact us](#) to find out more.



# THANK YOU

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